

Oregon School Employees Association, Chapter 4

Springfield Public Schools

Tentative Agreement: July 16, 2025

COLA: 4.15%, retroactive to July 1, 2025

Insurance cap contribution: \$25 per month (\$1,390)

- |                           |        |                  |
|---------------------------|--------|------------------|
| • 4.0 hours to 5.99 hours | 62.5%  | \$868.75/month   |
| • 6.0 hours to 7.99 hours | 80.75% | \$1,122.43/month |
| • 8.0 hours               | 100%   | \$1,390.00/month |

Article 15: Increases allocation of paid personal leave for employee not granted vacation from two (2) days of paid personal leave to three (3) days of paid personal leave.

Brett M. January 7/16/2025

Albra Bruchard 7/16/25  
O SEA